

**STATE HUMAN RELATIONS COMMISSION
FULL COMMITTEE MEETING MINUTES
DOVER, DELAWARE**

THURSDAY, April 14, 2016

The April monthly meeting of the Delaware State Human Relations Commission was held by video-conference the Cannon Building, 861 Silver Lake Boulevard, Conference Room A, Dover, Delaware; and the Carvel Building, 820 N. French Street, 4th Floor Executive Conference Room, Wilmington, Delaware.

Attendance:

Commission Members Present: Chairperson Calvin Christopher, Commissioners Diaz Bonville, Whittona Burrell, Erika Caesar, Chok-Fun Chui, earnest Gulab, Rose Mary Hendrix, Doug James, Prameela Kaza, Gail Launay-Tarlecki, Nancy Maihoff, Janet Maull-Martin, Olga Ramirez, Walter Smith Jr., and Robert Watson Jr. DAG Zoe Plerhoples.

Commission Members not present: Commissioners Mashoor Awad (excused), Jamaal Bivens (excused), Wallace Dixon (unexcused), Bernice Edwards (excused), Stephen Elkins (excused), Michael Harpe (excused), Lorenzo Murdaugh (excused), Misty Seemans (excused), Roy Sudler Jr. (excused), and Rosemarie Williams (excused).

Staff from Division of Human Relations Office: Romona Fullman, Vincent Petroff, and Kelly Fox.

Members of the public present: None

I Call to Order

The meeting was called to order by Chair Christopher at 7:08 p.m., followed by a period of silent meditation.

II Approval of Minutes

The minutes for the March SHRC meeting were submitted. A motion was made to accept the minutes by Commissioner Ramirez. Motion was seconded by Commissioner Caesar. A vote was taken, motion carries with no opposition.

III Members of the Public Present

None

IV Chair's Report

<i>Topic / Discussion</i>	<i>Actions to be Taken</i>	<i>Leaders</i>	<i>Due Date</i>
Commissioner Training – Chair Christopher thanked and DAGs Paige Schmittinger and Zoe Plerhoples for their work related to the Commissioner Training that took place on March 18 th . The video created of the training will developed into a training tool. Chair Christopher reminded Commissioners that if they have any training requests to communicate that request to the Division.	Communicate training requests to the Division.	All Commissioners	Ongoing
Commission Vacancies – Chair Christopher advised that Commissioners Dixon and Seemans will not seek reappointment when their terms end. This leaves vacancies on both the Governor’s Council on Equal Employment Opportunity Committee and the Legislative Committee. Chair Christopher will communicate replacements when they are determined.	Appoint replacements to the Governor’s Council on Equal Employment Opportunity Committee and the Legislative Committee.	Chair Christopher	Undefined
Racism in State Government– Chair Christopher reported the Governor’s Council on Equal Employment Opportunity Committee reviews employment related data for state agencies as part of their mission. Additionally a consultant will be working with the state to address some issues in this area.			
Fair Housing Month– Chair Christopher attended the New Castle County presentation on April 5th. Commissioners Burrell and Watson attended the Kent County presentation on April 13 th . The Sussex County presentation is on April 20 th . Commissioners are encouraged to attend. Chair Christopher also expressed the need for Commissioners to encourage members of the public to attend.	Attend upcoming Sussex County presentation. Publicize upcoming Sussex County Presentation	All available Commissioners All Commissioners	April 20 th April 20 th
The Policy Conference will take place on Tuesday,	Publicize Policy Conference	All Commissioners	April 26 th

April 26 th in Dover at the Duncan Center.			
Committee Strategic Actions in 2016 – Chair Christopher asked Chairs of the Sub-Committees to identify initiatives to work on for 2016.			
Dover Human Relations Commission – Chair Christopher met the new Chair of the Dover Human Relations Commission at the Wesley Film and Discussion. Further meetings are to be scheduled.	Scheduled meeting with over Human Relations Commission Chair.	Chair Christopher	Undefined
<p>Other Sunset Review – Chair Christopher reported that a Joint Sunset Committee will be reviewing the State Human Relations Commission. More information will be provided as it becomes available.</p> <p>Commissioner Attendance/Establishing a Quorum – Chair Christopher advised that Kelly Fox sends an email reminder in advance of the monthly Commission meeting; he asked that all Commissioners respond indicating their attendance. This will aid in determining if a quorum will be met for the meeting.</p>	Communicate meeting attendance to Kelly Fox	All Commissioners	Ongoing

V Director's Report

<i>Topic / Discussion</i>	<i>Actions to be Taken</i>	<i>Leaders</i>	<i>Due Date</i>
Directors Report to be sent electronically.	Email Director's Report	Director Fullman	Undefined
Sunset Review Committee – The purpose of the review will determine if the entity in question, the Commission, still serves a public need or if structural			

<p>changes are needed. Director Fullman DAGs Paige Schmittinger and Zoe Plerhoples for their contributions to the training materials for Commissioners training and orientation. Zoe Plerhoples encouraged to Commissioners to participate in trainings that are offered. She also advised that Paige Schmittinger are available to respond to Commissioner's questions.</p> <p>Commissioner Maihoff asked about the availability of the recording of the Commissioner Hearing Training. Director Fullman advised that it is being developed into a training tool at this time. Director Fullman will email the PowerPoint presentation. Commissioner Ramirez discussed a question she asked at the training concerning who was supposed to be a part of the Executive Session of the hearing. Following discussion it was shared by DAG Plerhoples that it should be the members of the Panel and the assigned DAG should be the parties in the Executive Session of the hearing. Panel Alternates can be present for the deliberation, but Alternates cannot participate in the deliberations. DAGs are present at the hearing to advise; however the Panel Chair has the final decision in the process.</p>	<p>Email March 18th training PowerPoint to all Commissioners.</p>	<p>Director Fullman</p>	<p>Undefined</p>
<p>Film and Discussion Series – Director Fullman thanked Nancy Fountain and Commissioners Maihoff and Chui for assisting in the organizing the Community Film and Discussion on <i>Cracking the Code</i> that took place at Wesley College recently. Commissioner Maihoff discussed the collaborative efforts of multiple organizations that put together this event. Commissioner Hendrix, who attended the <i>Home of the Brave</i> film and discussion with a friend, expressed that she would like to have a similar event</p>	<p>Have a Film and Discussion in Sussex County.</p>	<p>Commissioner Hendrix and Division staff</p>	<p>Undefined</p>

in Sussex County.			
<p>Fair Housing Month – This year we have been holding Community Chats as part of Fair Housing Month. Part of these conversations has included recorded scenarios showing discriminatory acts. Commissioner Watson, who attended the Kent County Conversation with Commissioner Burrell, felt the information provided was informative and beneficial. ...</p> <p>Director Fullman encouraged Commissioners to attend the Sussex County Community Conversation at the Georgetown library on April 20th and the Policy Conference on April 26th.</p>			
Voter Registration – Director Fullman encouraged Commissioners to be leaders in voter engagement activities.			

VI Committee Reports

<i>Topic / Discussion</i>	<i>Actions to be Taken</i>	<i>Leader</i>	<i>Due Date</i>
<p><u>Public Awareness Committee (PAW)</u> – Commissioner James reported that Vincent Petroff will be recording a Comcast Newsmakers segment tomorrow.</p> <p>Commissioner James attended a summit for Pathways to Success at the Atlantic Sands this morning. He plans to set up a collaborative effort for a Film and Discussion for students. The Rehoboth Beach Film Society and the Midway theater partners he is considering contacting.</p> <p>Commissioner James recommended that Commissioner watch the Michael Moore film, <i>Where to Invade Next</i>.</p>			

Commissioner James reported that he will be performing at a fundraiser for The Way Home, an organization that helps ex-offenders in Delaware, on May 12 th at Fish On in Lewes.			
<u>Legislative Committee (LEG)</u> – Chair Christopher advised that with Commissioner Seemans not seeking reappointment there is a vacancy as Chair on this Committee. A new chair will be appointed.	Appoint a new Committee Chair	Chair Christopher	Undefined
<u>Community Response Committee (CRC)</u> – Commissioner Maihoff advised no meeting was held this evening. She is awaiting applicant information from the Governor’s office.			
<u>Governor’s Council on Equal Employment Opportunity Committee (GCEEO)</u> – Commissioner Launay-Tarlecki reported that there are no meetings in April and May. Committee work continues for the Summit scheduled May 17 th . Chair Christopher will be appointing a replacement for a recent vacancy on the GCEEO.	Appoint a replacement for a recent vacancy.	Chair Christopher	Undefined

VII Old Business

<i>Topic / Discussion</i>	<i>Actions to be Taken</i>	<i>Leader</i>	<i>Due Date</i>
None			

VIII New Business

<i>Topic / Discussion</i>	<i>Actions to be Taken</i>	<i>Leader</i>	<i>Due Date</i>

IX Good News

<i>Topic / Discussion</i>	<i>Actions to be Taken</i>	<i>Leader</i>	<i>Due Date</i>

XI Meeting Adjourned

The Commission meeting was adjourned at approximately 8:23 p.m. by Chair Christopher.